



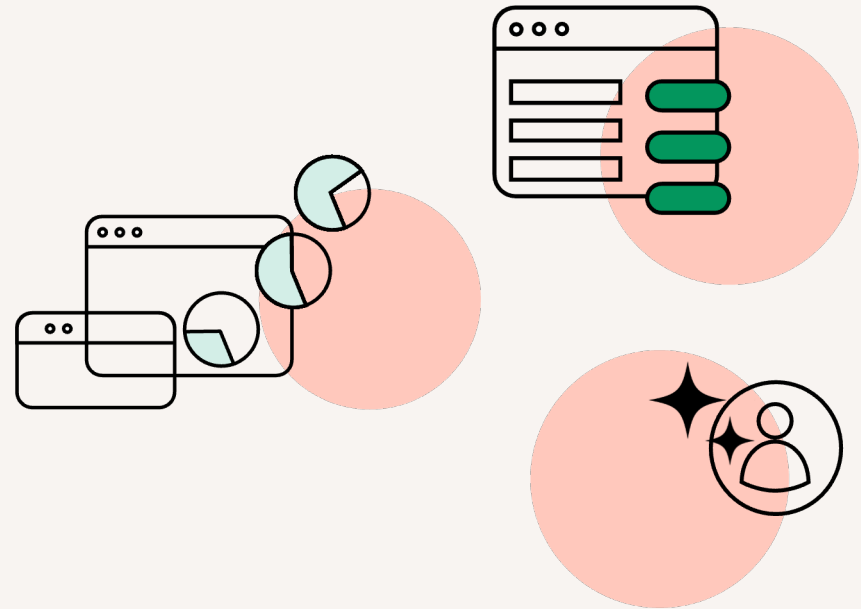
Worldfavor webinar

Human Rights Due Diligence Process

What is it and how to implement it

Webinar agenda

- Welcome
- Meet the speakers
- Human rights explained
- What is a due diligence process?
 - Why do you need it?
- HRDD regulatory landscape
- The 6 steps of the OECD due diligence process
- HRDD in Worldfavor
- **Q&A**



Meet the speakers



Emma Ghebaru

Account Executive
Worldfavor

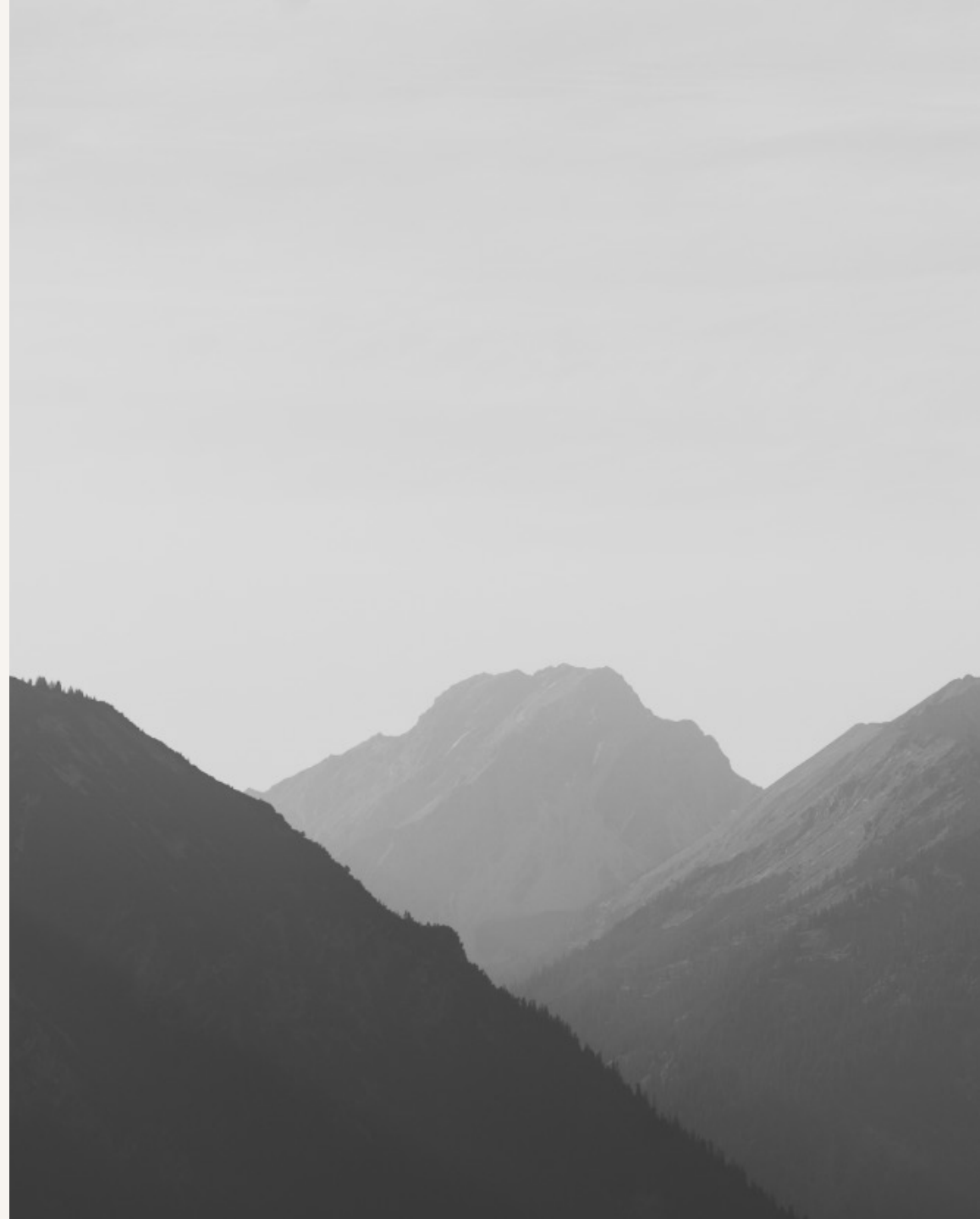


Emelie Nilsson

Team Lead Account Executive
Worldfavor

Housekeeping rules

- The duration of the webinar is 40 minutes
- The webinar will be recorded and sent afterward, together with the presentation
- Feel free to talk and discuss with each other in the chat
- You can submit your questions in the Q&A box



WORLDFAVOR

A world where people, planet & economy thrive together

THE ORIGINAL
OATLY!

O'NEILL

ELLOS GROUP

 Grant Thornton

Tryg 

Nudie JEANS

WHAT WE DO

Our platform enables organizations to easily **access, share** and **gain insights** from sustainability data.

Empowering sustainable decisions at scale.

Founded
2016

30'000+
organizations

150+
customers

Users in
140+
countries

90+
employees

HQ in
Stockholm

wf

Human rights

Human rights are about respecting the human being, both as an individual and as a member of the human species and ensuring the dignity of the human being

- Council of Europe

What is a due diligence process?

... a process businesses can carry out to identify and respond to real and potential negative impacts related to their own operations as well as throughout their supply chains

- OECD guidelines for Multinational Enterprises

Why do you need it?

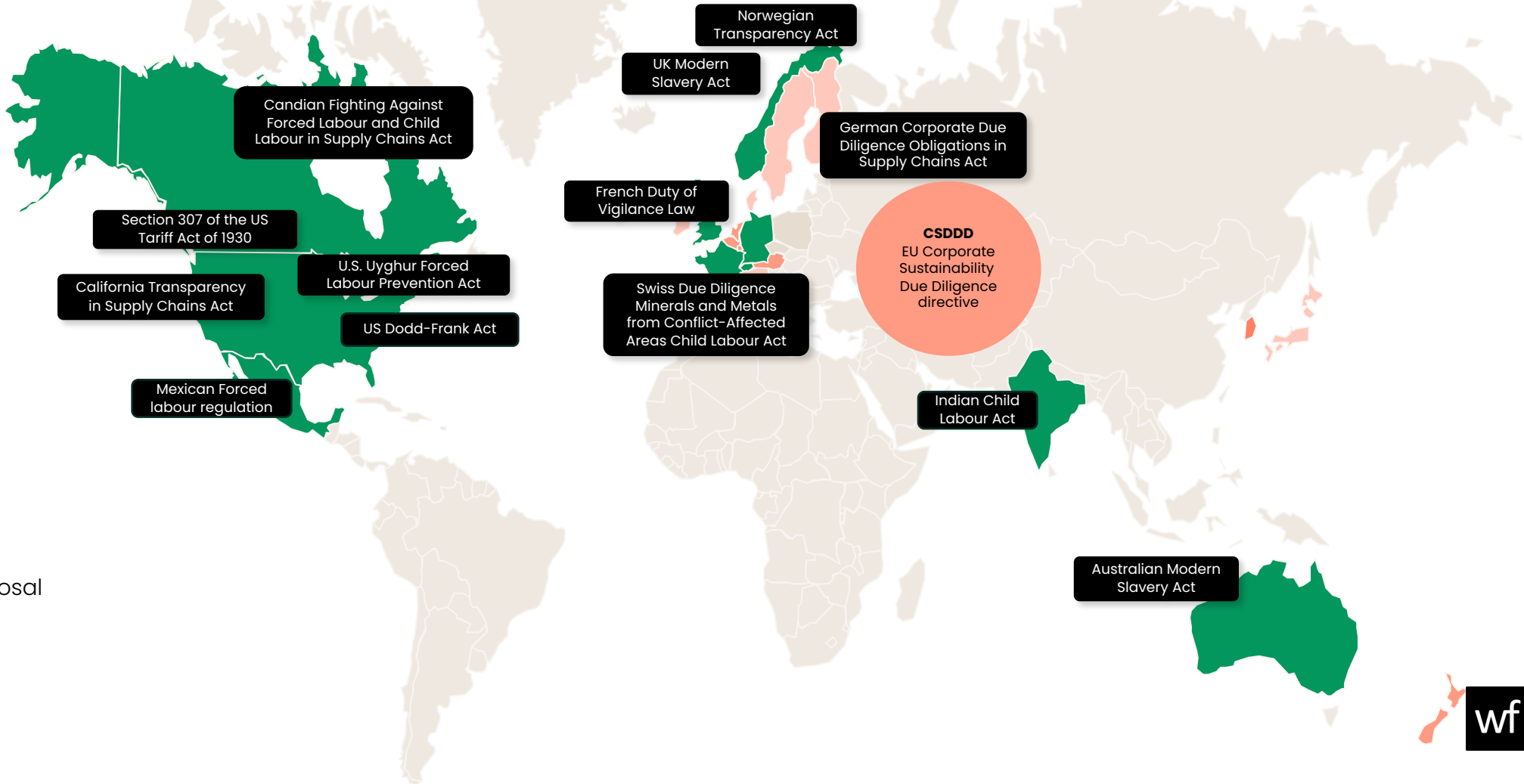
- Legal compliance
- Assessing and uncover risks
- Informed decision-making
- Negotiation leverage
- Protect interests
- Transparency and accountability



Human Rights Due Diligence Laws are emerging

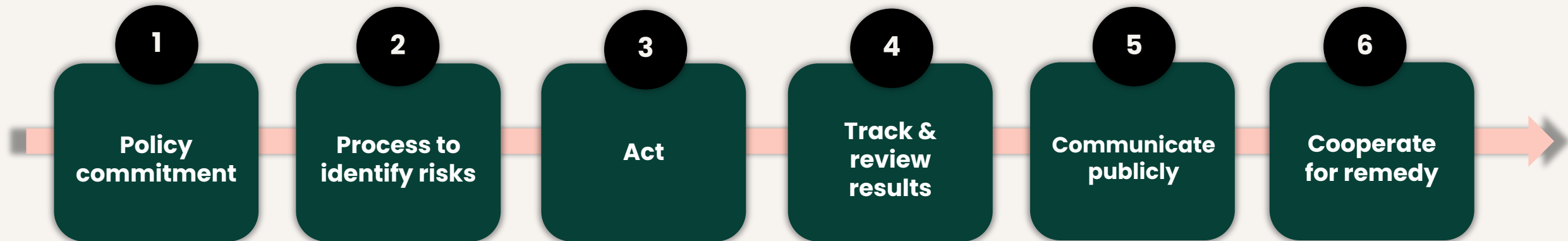


Human Rights Due Diligence Laws are emerging



- Adopted law
- Political process/proposal
- Policy statements & public discussions

The 6 steps of the OECD due diligence process



1 Policy commitment

- Develop, implement, and communicate a policy on human rights due diligence
- Incorporate policies & expectations in supplier and business relationships
- Use a system to communicate with suppliers and stakeholders

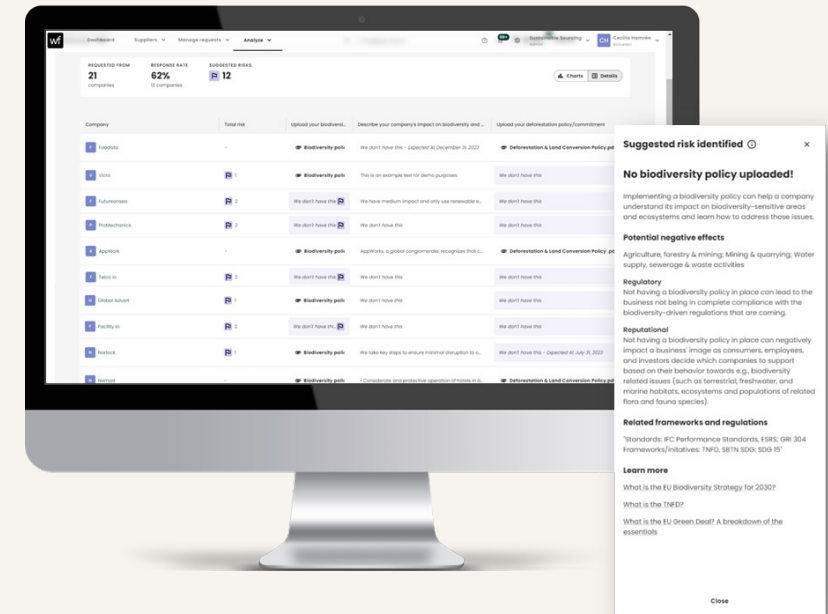


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Process to identify risks

Assess and identify the most significant risks within operations, supplier, and business relationships

- Build a resilient supply chain
- Improve operational efficiency
- Enhance collaboration
- Empowering sustainable decisions at scale



HIGH-LEVEL RISK ASSESSMENT:

- 1 Collect supplier data**
 Get an overview from a large number of suppliers
- 2 Map suppliers**
 Pinpoint suppliers and where they're operating
- 3 Identify high-level risks**
 Use country risk index in combination with suppliers' information to identify risks
- 4 Assess and prioritize risks**
 Decide which suppliers and risks to prioritize based on severity
- 5 Follow up and take action**
 Take appropriate action and continuously follow up on potential and actual risks

3

Act!

- Take action on the most significant risks
- Truly make an impact by doing this
- Develop & implement a remediation plan to cease, prevent, and mitigate risks

EXAMPLES OF PRACTICAL ACTIONS*

Restitution or rehabilitation

E.g. reinstatement of dismissed workers, recognition of the trade union for the purpose of collective bargaining.

Punitive sanctions

E.g. the dismissal of any staff responsible for wrongdoing.

Compensation

Both financial and non-financial. E.g. establishing compensation funds for victims, or for future outreach and educational programs.

Prevent future adverse impacts

E.g. reviewing your suppliers' compliance to see whether your implemented processes are yielding results or if they need to be tweaked further.

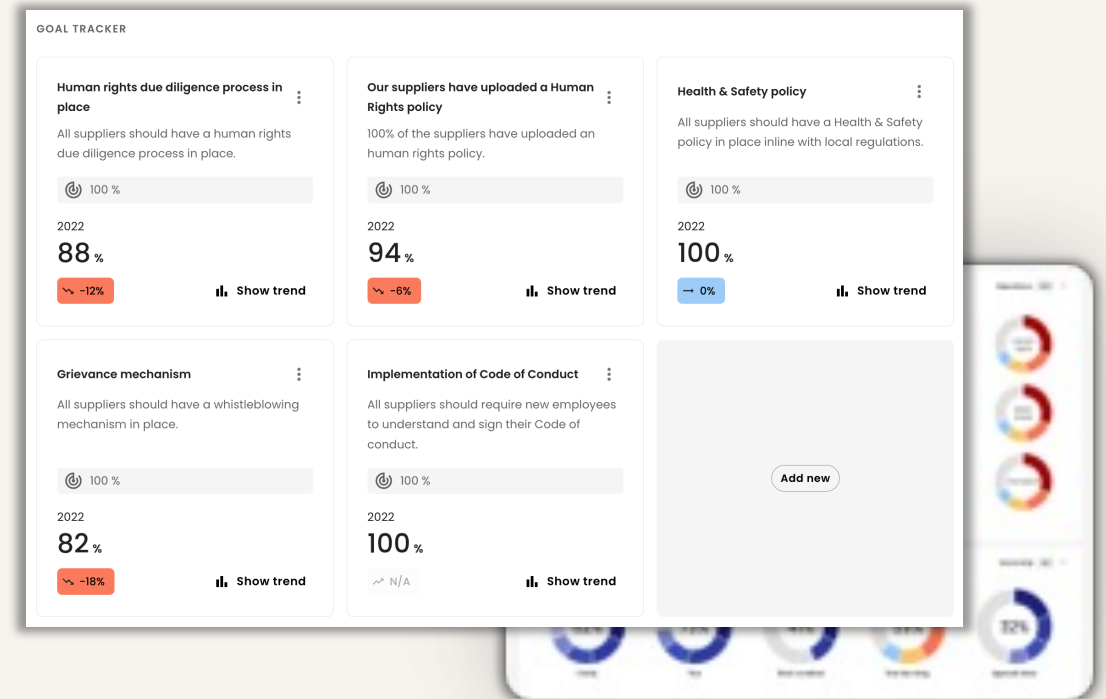
*The appropriate remedy (or combination or remedies) depends on the nature and extent of adverse impact.

Source: the OECD guidance

4

Track & review results

- Track the implementation and results to evaluate the effectiveness of due diligence procedures
- Continuous improvements
- Engage with your suppliers



5

Communicate publicly

Be transparent with your findings

*Communicate relevant information on your due diligence policies, processes, and activities to identify and address actual and potential adverse impacts – including your findings from these activities – with **all stakeholders***

MAKE SURE THE INFORMATION IS

- ✓ Easily accessible and free of charge (preferably on your website)
- ✓ Transparent and not misleading
- ✓ Easy to digest for all your stakeholders
- ✓ Reviewed and published annually (to align with the OECD)

6

Cooperate for remedy

- Develop a remediation plan to cease, prevent, and mitigate risks
- Changing policies and practices, providing compensation, and supporting suppliers to improve their practices



HRDD in Worldfavor

Worldfavor Transparency & Sourcing Solution

- ✓ **Providing knowledge** through best practices for beginners

1

**Policy
commitment**

Worldfavor Sustainable Sourcing Solution

- ✓ **Identifying and documenting** potential risks
- ✓ Enabling **tracking of impact and risks** over time

2

**Process to
identify risks**

4

**Track & review
results**

Worldfavor Transparency Solution

- ✓ **Supporting companies** to share sustainability practices and impact

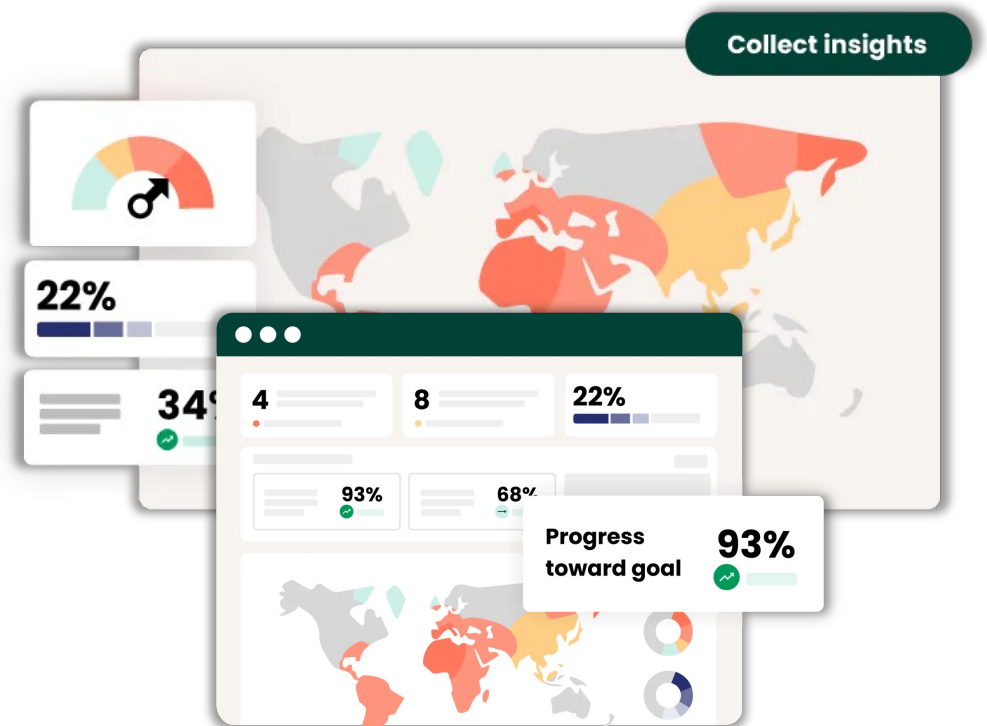
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**Communicate
publicly**

Worldfavor Sustainable Sourcing solution

Connect to CSRD, CSDDD and National Legislations

- Understand your baseline
- Uncover gaps & risks
- Be prepared
- Time to improve and iterate
- Generate an internal HRDD report



Q&A